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EDITED TRANSCRIPT

DHX.N - Q3 2026 DHI Group Inc Earnings Call

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PRESENTATION

Operator

Good day and welcome to the DHI Group Third Quarter 2026 Financial Results Conference Call.

(Operator Instructions) I would now like to turn the conference over to Kelsey Payne, PondelWilkinson. Please go ahead.

Kelsey Payne - *PondelWilkinson - Investor Relations Representative*

Thank you, operator.

Good afternoon, and welcome to DHI Group's third quarter 2026 earnings conference call.

Joining me today are DHI CEO Art Zeile and CFO Greg Schippers.

Before I hand the call over to Art, I would like to address a few quick items.

This afternoon, DHI issued a press release announcing its third quarter 2026 financial results.

The release is available on the company's website at dhigroupinc.com.

This call is being broadcast live over the internet for all interested parties, and the webcast will be archived on the company's Investor Relations page.

I want to remind everyone that during today's call, management will make forward-looking statements that involve risks and uncertainties.

Please note that, except for historical information, statements on today's call may constitute forward-looking statements within the meaning of the federal securities laws.

These forward-looking statements reflect DHI's management's current views on future events and financial performance and are subject to risks and uncertainties.

Actual results may differ materially from the outcomes contained in any forward-looking statements.

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Factors that could cause these forward-looking statements to differ from actual results include the risks and uncertainties discussed in the company's periodic reports on Forms 10-K and 10-Q, and other filings with the Securities and Exchange Commission.

DHI undertakes no obligation to update or revise any forward-looking statement.

Lastly, on today's call, management will reference specific financial measures, including Adjusted EBITDA, Adjusted EBITDA Margin, Free Cash Flow, and Non-GAAP Earnings Per Share, which are not prepared in accordance with U.S. GAAP.

Information regarding these non-GAAP measures and reconciliations to the most directly comparable GAAP measures is available in our earnings release, which can be found on our website at dhigroupinc.com in the Investor Relations section.

I will now turn the conference over to Art Zeile, CEO of DHI Group.

Art Zeile - *DHI Group Inc - President and CEO*

Thank you, Kelsey, and good afternoon, everyone.

We appreciate you joining us today.

At DHI Group, our mission remains straightforward. We help employers connect with highly skilled technology professionals through our two platforms, ClearanceJobs and Dice, each of which plays a critical role in the technology hiring ecosystem.

Our exclusive focus on technology occupations, combined with product innovation, creates a durable competitive advantage.

Today, approximately 5,000 employers, staffing firms, and recruiting organizations subscribe to our platforms, and roughly 90% of our revenue is recurring.

ClearanceJobs is the leading marketplace for professionals with active U.S. security clearances, serving approximately 1,800 customers, including Lockheed Martin, Booz Allen Hamilton, Leidos, Raytheon, and many others.

ClearanceJobs now has more than 2 million cleared candidate profiles, reinforcing our position as the industry's premier destination for cleared technology talent.

Dice is the largest technology-focused talent marketplace in the United States, built over more than 35 years with more than 8 million technology profiles.

Unlike generalized professional networking platforms, Dice organizes talent around more than 100,000 distinct technology skills, allowing recruiters to identify candidates based on the precise capabilities they need.

Together, these two platforms have become essential tools for employers seeking highly specialized technology professionals.

Our third-quarter performance reflects growing momentum at ClearanceJobs, continued progress in narrowing Dice's bookings decline, and strong cash generation.

Although the two businesses are at different points in their growth cycles, we remain focused on serving our customers, managing expenses carefully, and investing in opportunities that create long-term shareholder value.

Let me begin with ClearanceJobs, our primary growth engine.

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ClearanceJobs delivered strong third-quarter results, with bookings increasing 32% year over year and revenue growing 18%.

Excluding PSG (Point Solutions Group), bookings increased 15%, while revenue grew 4%.

The acceleration in our core bookings is particularly encouraging.

Following the softer bookings performance we experienced late last year, we strengthened our sales leadership and execution.

We are now seeing those efforts reflected in the business alongside growing demand for cleared talent.

As we discussed previously, bookings are a leading indicator of revenue.

Revenue is recognized over the service periods of the underlying contracts, so stronger bookings translate into revenue growth over time, with the pace influenced by contract start dates and renewal performance.

The return to double-digit core bookings growth is therefore an encouraging step toward the sustained revenue growth we believe ClearanceJobs can deliver.

Our new-business team had its strongest booking quarter in ClearanceJobs' 24-year history.

In addition, our recruitment package customer count increased sequentially, an encouraging development after several quarters of pressure.

Together, these results point to stronger demand for the platform and progress in converting that demand into customer relationships.

We see several factors supporting this opportunity.

First, our traditional defense contractor customers are responding to increased national security investment and the need to staff programs that require cleared engineers, cybersecurity specialists, and other highly skilled professionals.

Second, a growing number of defense technology companies are entering this market.

These include venture-backed firms and commercial technology companies pursuing government work.

As they develop new capabilities and compete for contracts, access to cleared talent becomes increasingly important.

Third, European and allied defense companies such as Saab and BAE Systems are expanding their presence in the United States, creating additional opportunities for ClearanceJobs.

These relationships demonstrate how ClearanceJobs' reach extends beyond traditional U.S. defense contractors.

As established international companies and emerging defense technology firms pursue U.S. opportunities, they need access to professionals with security clearances and the specialized skills their programs require.

Our established cleared community positions us well to serve that expanding customer base.

The defense spending outlook offers an additional potential growth driver.

Proposals under consideration for the next fiscal year would represent another significant increase in spending.

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Final authorization and appropriations bills remain subject to the legislative process, and the timing of funding can affect when customers move forward with hiring.

We therefore do not assume that proposed spending translates immediately into bookings.

However, we believe the direction of investment, along with the growing number of employers pursuing defense work, supports a meaningful long-term growth opportunity for ClearanceJobs.

Turning to Dice, we are making progress, although the business continues to face renewal pressure.

The year-over-year decline in bookings narrowed to 9% in the third quarter, down from 14% in the second quarter and 20% in the first quarter.

Our new-business sales organization performed well, with year-over-year bookings growth in the quarter, providing an encouraging indication of current hiring demand.

At the same time, certain enterprise customers continue to reduce the size of their contracts as they align profile access and other purchasing commitments with their current recruiting needs.

In these relationships, the pressure is primarily on spending levels rather than on the loss of the customer relationship.

Across Dice, customer attrition remains a factor, although we are seeing less adjustment pressure across our mid-market customer base.

Stabilizing customer count and improving renewal performance remain important milestones.

The broader technology hiring indicators remain encouraging.

The CompTIA and Lightcast data we monitor show technology job postings running about 30% above prior-year levels.

Although these indicators have not yet translated into a return to growth for Dice, they support our view that demand for specialized technology talent remains substantial.

We continue to see AI-related initiatives driving demand for experienced technology professionals.

Businesses need engineers who can design, implement, integrate, and maintain AI systems.

The growing use of forward-deployed engineers to help companies implement AI projects also underscores the importance of that expertise.

We remain measured about the timing of Dice's recovery.

Improving market indicators and new-business performance are positive, but enterprise renewal adjustments continue to affect bookings, and revenue reflects those changes over time.

We are focused on improving execution, stabilizing customer relationships, and preserving healthy profitability while positioning Dice to benefit as customer demand strengthens.

Across DHI, cash generation remains an important strength of our business model.

We generated strong free cash flow during the quarter, supported by disciplined expense management and solid collections.

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That cash generation enabled us to reduce debt by $2 million, while at the same time repurchasing approximately 900,000 shares for $3.8 million during the quarter.

As we look ahead, our priorities are clear.

At ClearanceJobs, we are building on the momentum in core bookings and capturing demand from an expanding defense customer base, with a focus on translating that progress into sustained double-digit revenue growth.

At Dice, we are focused on customer retention, renewal spending, and new-business execution, while maintaining financial discipline and positioning the business to benefit as demand continues to strengthen.

With that, I'll turn the call over to Greg Schippers to walk through our financial results in greater detail.

Gregory Schippers - *DHI Group Inc - Chief Financial Officer*

Thank you, Art, and good afternoon, everyone.

I'll start with a brief overview of our third quarter results before walking through each of the segments in more detail.

While total revenue was stable year-over-year, ClearanceJobs delivered strong revenue and bookings growth, and our results benefited from the actions we've taken to improve efficiency across the business.

Importantly, we delivered a solid adjusted EBITDA margin in the quarter, along with strong free cash flow generation.

Overall, our performance highlights the durability of our subscription-based model, the growth opportunity in ClearanceJobs, and the strong profitability we are seeing in Dice as we position the business for a recovery in tech hiring.

With that context, let's turn to our segment performance, starting with ClearanceJobs.

ClearanceJobs revenue was $16.5 million, up 18% year-over-year and up 6% compared to the prior quarter.

Bookings for CJ were $15.8 million, up 32% year-over-year.

PSG, acquired at the end of February, contributed $2.0 million of revenue and bookings in the quarter for CJ.

Excluding PSG, ClearanceJobs bookings increased 15%, reflecting stronger sales execution and growing demand for cleared talent.

We ended the third quarter with 1,764 CJ recruitment package customers, which was down 3% year-over-year and up 2% sequentially.

CJ accounts spending greater than $15,000 in annual recurring revenue increased versus the prior year.

Our average annual revenue per CJ recruitment package customer was $29,228, up 10% year-over-year and up 3% sequentially.

For the quarter, CJ's revenue renewal rate was 93%, up from 85% in the third quarter of last year, and CJ's retention rate was 111%, up from 106% a year ago.

The solid renewal and retention rates demonstrate the value CJ delivers in the recruitment of cleared professionals.

Dice revenue was $15.7 million, down 13% year-over-year and flat sequentially.

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Dice bookings were $12.1 million, down 9% year-over-year.

We ended the quarter with 3,452 Dice recruitment package customers, which was down 7% from last quarter and down 19% year-over-year.

Dice's revenue renewal rate was 67% for the quarter, and its retention rate was 92%.

The reduction in Dice's customer count from the prior-year quarter continues to be attributable to churn among smaller customers spending less than $15,000 per year, representing approximately 80% of the total churn by customer count, and who were more likely to be impacted by the soft tech hiring environment over the past year.

We believe the introduction of our new Dice platform, which offers customers the flexibility of monthly subscriptions, will partially offset the churn among smaller accounts by lowering upfront commitment and improving affordability.

Our average annual revenue per Dice recruitment package customer was $16,399, up 4% year-over-year and up 3% sequentially.

Deferred revenue at the end of the quarter was $37.3 million, down 9% from the third quarter of last year.

Our total committed contract backlog at the end of the quarter was $87.5 million, down 7% from the end of the third quarter of last year.

Short-term backlog was $69.4 million at the end of the quarter, and long-term backlog, which is revenue to be recognized in 13 or more months, was $18.1 million.

Both brands onboarded notable clients in the third quarter.

For CJ, this includes CISA, Neural Strategic Solutions, Muon Space, and Moog, while Dice landed CSG US Group, Tourine Enterprises, and Vertagic as customers.

Now, let's move to operating expenses.

For the quarter, our operating expenses decreased $8.2 million, or 22%, to $28.4 million when compared to $36.6 million in the year-ago quarter.

Excluding the impairment in the 2025 period, operating expenses increased $1.4 million, primarily due to the Point Solutions Group (PSG) acquisition.

For the quarter, we had income tax expense of $900,000 on income before taxes of $3.3 million.

Our tax rate for the quarter differed from our statutory rate due to state income tax expense of $100,000.

Although our income subject to tax has grown, the tax law change in 2025, which allows for the immediate deduction of R&D costs, has partially offset our 2026 cash outlay for income taxes.

Moving on to the bottom line, we recorded net income of $2.4 million, or $0.06 per diluted share, in the quarter.

For the prior-year quarter, we reported a net loss of $4.3 million, or $0.10 per diluted share, which included the impairment charge of $9.6 million.

Non-GAAP earnings per share for the quarter were $0.10 per share compared to $0.09 per share for the prior-year quarter.

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Diluted shares outstanding for the quarter were 42.2 million shares, down 2.6 million shares, or 6%, from the prior-year quarter as we returned cash to shareholders through our share repurchase program.

Adjusted EBITDA for the quarter was $8.9 million, a margin of 28%, compared to $10.3 million, or a margin of 32%, a year ago.

On a segmented basis, CJ adjusted EBITDA remained strong at $6.7 million in the third quarter, representing a 41% adjusted EBITDA margin, compared to adjusted EBITDA of $5.9 million, or a margin of 43%, in the prior-year period.

Dice's adjusted EBITDA remained solid at $4.0 million, representing a 25% adjusted EBITDA margin, compared to $6.2 million and a 34% margin last year.

Operating cash flow for the third quarter was $7.2 million compared to $4.8 million in the prior-year period.

Free cash flow, which is operating cash flow less capital expenditures, was $5.3 million for the third quarter compared to $3.2 million in the same quarter last year.

Our capital expenditures, which consist primarily of capitalized development costs, were $1.9 million in the third quarter compared to $1.6 million in the same quarter last year.

Capitalized development costs in the third quarter for CJ were $689,000 compared to $451,000 a year ago, while capitalized development costs for Dice were $887,000 this quarter compared to $1.1 million a year ago.

The CJ increase was primarily related to continued improvements to the Agile ATS and Premium Candidate Experience products.

For the full year, we continue to expect total capital expenditures of between $6 million and $7 million compared with $7.3 million last year.

From a liquidity perspective, at the end of the quarter, we had $3.2 million in cash, and our total debt was $30 million, a decrease of $2 million from last quarter despite cash outlays of $3.8 million for share repurchases during the quarter.

Leverage at the end of the quarter was 0.86x adjusted EBITDA, and we continue to target 1.0x leverage for the business.

At the end of the quarter, we had approximately $800,000 remaining under our $10 million share repurchase program.

Moving on to guidance, we expect ClearanceJobs bookings growth to continue.

For Dice, while we expect bookings to remain under pressure through the remainder of 2026, we believe the actions we are taking to improve customer retention and sales execution will support a gradual recovery in bookings.

We are narrowing our full-year 2026 revenue guidance range to $124 million to $126 million from $124 million to $128 million.

We expect CJ and Dice each to contribute revenue of $62 million to $63 million for the full year.

From a profitability standpoint, we are raising our full-year adjusted EBITDA margin guidance for DHI to 26% from 25%.

We are maintaining our CJ margin target at 40% and raising our Dice margin target to 25% from 24%.

Our focus remains on delivering sustainable, profitable revenue growth over the long term, along with strong free cash flow generation averaging at or above 10% of revenue.

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To wrap up, although the hiring environment over the past few years has impacted our revenue growth, we are optimistic about the road ahead.

The record-breaking defense budget is a growth driver for CJ, and for Dice, we are seeing companies across all industries steadily increase their investments in technology initiatives, creating a growth opportunity.

We remain focused on strengthening our industry-leading solutions, optimizing our go-to-market strategy, and executing with efficiency, ensuring we are well positioned to capitalize on the opportunities that lie ahead.

And with that, let me turn the call back to Art.

Art Zeile - *DHI Group Inc - President and CEO*

I want to thank all our employees once again for their outstanding work this quarter. It is a pleasure to be part of such a great team.

That said, we are happy to answer your questions.

QUESTIONS AND ANSWERS

Operator

We will now begin the question-and-answer session. (Operator Instructions)

Dawson Frisinger, Lake Street Capital Markets.

Dawson Frisinger - *Lake Street Capital Markets - Analyst*

Hey guys, thanks for taking my question, and congrats on the results and the strong bookings at ClearanceJobs.

Thank you.

You mentioned the monthly subscription as a way to offer Dice at a lower, more digestible price point.

Can you talk about any traction you're seeing with this offering?

And have you noticed any of your existing annual customers transitioning to the monthly subscription as an alternative option?

Art Zeile - *DHI Group Inc - President and CEO*

Yes, Dawson.

Gregory Schippers - *DHI Group Inc - Chief Financial Officer*

This is Greg. I'll take that.

So yes, we are seeing traction there.

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We took our smallest customers, with a cutoff of roughly $6,500, and moved them from a sales-assisted process to a self-service platform.

Within that group of customers, about 20% of customers, representing approximately 30% of the dollars, were upsold back into a managed-sales model with our sales team.

The remaining customers are moving to the self-service approach.

We are seeing some uptake there.

It's been fairly gradual over the course of the year.

During the third quarter, we generated about $100,000 of revenue per month, or a little over $300,000 in the quarter, from that cohort of customers.

So, it is improving.

It's a fairly gradual ramp within that customer group, but it is improving as we continue to fine-tune the marketing and build out the customer side.

Dawson Frisinger - *Lake Street Capital Markets - Analyst*

Great, it's definitely good to see some traction picking up at Dice.

And then, kind of on the political side, given that the Democrats are gaining control of the House and Senate, do you foresee any pressure for reduced spending on the defense side?

And how might CJ be impacted?

Also, historically, have you seen any slowdowns in security clearance approvals during shifts in congressional control between the Republican and Democratic parties?

Art Zeile - *DHI Group Inc - President and CEO*

Great question. I'm sure it's on everybody's mind.

And the way that I would answer it is that the world didn't get any less dangerous last night, unfortunately.

Arguably, the most important function of government is the defense of the nation.

And it's one of those situations that has actually been a unifying force across the political spectrum in the past.

So, I believe, and we know from looking at these kinds of shifts in election cycles, that there generally isn't a significant shift in the posture associated with the defense budget.

If you think about what has transpired so far, back in July, the House Appropriations Committee cleared the defense bill, H.R., on a 34-to-27 vote, authorizing about $1.1 trillion of funding.

We have seen work proceed on that front, and then we moved into a continuing resolution.

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The current continuing resolution runs through December 11, so we have a few weeks before that expires.

But again, I would point to the fact that historical precedent generally shows that election-related shifts in congressional control do not materially change the posture of defense spending.

That's because the external security environment tends to have a greater influence on defense spending than the political party in control.

So, from our perspective, we do not currently see a meaningful change in the long-term outlook for ClearanceJobs based solely on changes in congressional control.

Dawson Frisinger - *Lake Street Capital Markets - Analyst*

Great, no, that's helpful. Thanks again for taking my questions and congrats again on the results.

Art Zeile - *DHI Group Inc - President and CEO*

I really appreciate that answer.

Operator

Josh Nichols, B. Riley Securities.

Matthew Boone - *B. Riley Securities, Inc - Analyst*

Hi, this is Matthew on for Josh.

Thanks for taking my questions.

To start off, ClearanceJobs bookings were up 32% this quarter, while revenue was up 18%, so that was strong.

Just wondering how we should think about that booking strength converting to revenue over the next few quarters, and how that sets up 2027?

Gregory Schippers - *DHI Group Inc - Chief Financial Officer*

Yeah, good question.

A portion of the 32% bookings growth came from the Point Solutions Group (PSG) acquisition.

That contribution was roughly $2 million, and in that business, bookings and revenue are recognized at essentially the same time because of the nature of the business.

It's not a subscription model. Rather, it's based on an hours-worked services model, so it converts to revenue immediately.

Excluding PSG, ClearanceJobs bookings growth was 15%.

Typically, we expect bookings to convert into revenue over roughly six months as those contracts begin and ramp.

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So, all else being equal, you would expect that double-digit bookings growth to begin showing up in revenue growth during the first part of next year.

Matthew Boone - *B. Riley Securities, Inc - Analyst*

Got it.

And speaking of Point Solutions Group (PSG), I'm just wondering, how is the federal contracting opportunity looking for them?

And what does the pipeline of prime and subcontract work look like heading into the next few months?

Art Zeile - *DHI Group Inc - President and CEO*

Yes, I have to say that we hired a new leader for that division, Alyssa.

Alyssa has been on board for roughly two to three months now, and we have already started relationships with three new prime contractors.

So, I would say that the pipeline is looking very strong.

And given the short amount of time that Alyssa has been on board, the progress has actually been pretty exceptional.

Matthew Boone - *B. Riley Securities, Inc - Analyst*

Great to hear.

Last one for me, mainly just on enterprise renewal spending, it seems decently under pressure at Dice. I'm wondering what you're hearing from those larger customers and what you need to see for that to turn?

Art Zeile - *DHI Group Inc - President and CEO*

Yeah, I appreciate the question.

And I have to say that it's important to understand that in the Dice business model, 49% of our annual recurring revenue is tied to multi-year contracts, typically two- to three-year contracts.

And with these larger enterprise customers, those decisions regarding profile-view usage were often made several years ago.

They review their utilization rates and adjust those commitments, largely downward, because there was more optimism a few years ago, and that's what we're experiencing right now.

We have seen that the mid-market cohort of customers has successfully right-sized their contracts, and we do believe we can build off that new contract base.

We are now experiencing a similar adjustment process among enterprise customers, and that's really the mechanism behind what is happening with our renewal rate today.

But we do believe we will work through it.

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It's somewhat difficult to define the exact time frame because there is a long tail associated with these multi-year contracts.

However, that process is underway.

Greg, I don't know if you have anything else to add to that description.

Gregory Schippers - *DHI Group Inc - Chief Financial Officer*

Yeah, sure. I would just add that as I mentioned to an earlier question, those smaller customers that we move to the self-service, just so you can kind of project out a bit, those renewals will.

Exhaust themselves at the end of this year. So when you think about customer counts, particularly on DICE, which has gone down, admittedly, that is a big reason for that churn and we have one more quarter of that and then that will resolve itself in the next year. So just so you have that perspective.

Matthew Boone - *B. Riley Securities, Inc - Analyst*

All right, great. That was helpful. And I mean DICE bookings has improved for a second quarter, so that's great to hear as well. So yes, that was all for me. Thanks for taking my questions.

Thanks, Josh.

Operator

Kevin Liu, K. Liu & Company LLC.

Kevin Liu - *K Liu & Company LLC - Equity Analyst*

Hi, good afternoon, guys, and congrats on a nice quarter from you as well.

I just wanted to start with the CJ portion of the business.

You guys came in a little above your guidance from a revenue perspective.

What was the primary driver of that?

How much of that was tied to the timing of when you got the bookings within the quarter, relative to the acquisition contribution or other factors?

Gregory Schippers - *DHI Group Inc - Chief Financial Officer*

Some of that was PSG (Point Solutions Group).

But otherwise, we really did have a strong quarter in new business.

In particular, as Art mentioned, it was the strongest new-business quarter we have had in the history of ClearanceJobs.

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And while it takes a little time for those bookings to convert into revenue, they did contribute somewhat during the quarter.

In addition, we benefited from the strong retention results we discussed earlier, with a 111% retention rate from our account management team.

Kevin Liu - *K Liu & Company LLC - Equity Analyst*

And just kind of in that vein, from a bookings standpoint, and getting to this 15% core growth rate, I'm wondering how much of that is simply expansion within your existing clients' teams versus your ability to upsell products such as Agile ATS or other solutions as part of those deals?

Gregory Schippers - *DHI Group Inc - Chief Financial Officer*

Yeah, that was mostly core on that side. So again, that retention rate and the revenue renewal rate being so strong along with new business that drove the bookings increase primarily.

Art Zeile - *DHI Group Inc - President and CEO*

And I would also add to that, Kevin, that I do talk to these customers and they're winning more projects. And because of the need to essentially hire more clear personnel, they're putting more profile views on their contracts.

Kevin Liu - *K Liu & Company LLC - Equity Analyst*

Yeah, makes sense.

The other question I had on ClearanceJobs was that you guys have completed two acquisitions there fairly recently.

Now that they seem to be pretty well integrated, what does the pipeline of opportunities look like?

Are there other adjacencies that you'd like to expand CJ into?

Art Zeile - *DHI Group Inc - President and CEO*

Well, we're always looking for those other adjacencies.

In fact, we've actually given a project to a consulting group here in Denver to do a market map of adjacencies for ClearanceJobs.

There isn't anything imminent or on the horizon right now, but I do believe that ClearanceJobs, because of its unique positioning and customer base, has the ability to sell more offerings into that customer base.

So, yes, we are thinking the same way you are.

Kevin Liu - *K Liu & Company LLC - Equity Analyst*

And just one on the Dice side of the business as well, as you look at the kind of the new business performance that they're starting to put up, is it strictly concentrated more on the IT staffing side or are you seeing commercial clients also starting to pick up activity?

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Art Zeile - *DHI Group Inc - President and CEO*

Mostly on the IT staffing side.

In fact, you probably know that the IT staffing sector has rebounded very nicely this year.

It was down 10% in 2023, down 6% in 2024, and down 3% in 2025.

Now, if you look at the Staffing Industry Analysts Bullhorn Indicator, which is a publicly available source, you can see the amount of revenue in the tech staffing sector that they track and compare it to last year.

Roughly speaking, it's up 6% to 7% for pretty much the entirety of this year.

So, that is very positive, and we're seeing that in the form of new customer activity for the Dice platform.

Kevin Liu - *K Liu & Company LLC - Equity Analyst*

That's all I have for now. Really appreciate you taking the questions.

Art Zeile - *DHI Group Inc - President and CEO*

Thank you very much. Greatly appreciate it, Kevin.

Operator

This concludes our question-and-answer session.

I would like to turn the conference back over to Art Zeile for closing remarks.

Art Zeile - *DHI Group Inc - President and CEO*

Well, thank you, Danielle, and thank you all for joining us today.

As always, if you have any questions about our company or would like to speak with management, please reach out to Todd or Kelsey, and they will assist you in arranging a meeting.

Thank you, everyone, for your interest in DHI Group, and have a wonderful day and week.

Operator

The conference is now concluded.

Thank you for attending today's presentation. You may now disconnect.

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